

# MEMORANDUM



TO: Don Jongewaard, President – Tempe Firefighters' Unit

FROM: Renie Broderick, Internal Services Director

DATE: August 22, 2019

SUBJECT: FY 2019/20 Market Study Implementation: Firefighter, Fire Engineer, Fire Captain, Emergency Medical Technician, and Emergency Paramedic

As per your current Memorandum of Understanding (MOU) with the City, a market study of Fire's wages was conducted and implemented effective July 1, 2019. The new FY 2019/20 rates are as follows:

FIREFIGHTER AND FIREFIGHTER PARAMEDIC STEP PLAN						
	FISCAL YEAR 2018 / 19		FISCAL YEAR 2019 / 20			
	FIREFIGHTER	FIREFIGHTER PARAMEDIC	FIREFIGHTER	FIREFIGHTER	FIREFIGHTER PARAMEDIC	FIREFIGHTER PARAMEDIC
	Annual Salary	Annual Salary	Annual Salary	NAHRLY (56 hr/wk)	Annual Salary	NAHRLY (56 hr/wk)
Assigned as Recruit - 40 hours	\$45,201		\$46,212	\$22.217308		
Upon Graduation from Academy	\$50,250		\$51,374	\$17.642170		
1 Year from Academy Graduation	\$52,763	\$58,039	\$53,943	\$18.524382	\$59,337	\$20.376717
2 Years from Academy Graduation	\$55,401	\$60,941	\$56,640	\$19.450549	\$62,304	\$21.395604
3 Years from Academy Graduation	\$58,171	\$63,988	\$59,472	\$20.423077	\$65,419	\$22.465316
4 Years from Academy Graduation	\$61,079	\$67,187	\$62,445	\$21.444025	\$68,690	\$23.588599
5 Years from Academy Graduation	\$64,133	\$70,547	\$65,568	\$22.516484	\$72,124	\$24.767857
6 Years from Academy Graduation	\$67,340	\$74,074	\$68,846	\$23.642170	\$75,731	\$26.006524

<b>FIRE ENGINEER AND FIRE CAPTAIN</b>							
	<b>FISCAL YEAR 2018 / 19</b>			<b>FISCAL YEAR 2019 / 20</b>			
	Based on market gathered on July 2018			Based on market gathered on July 2019			
	Annual Salary	Percentage Between Various Assignments and With or Without Medic Pay		Annual Salary	Percentage Between Various Assignments and With or Without Medic Pay		NAHRLY
Fire Engineer - Upon Promotion (56 hr/wk)	<b>\$75,624</b>			<b>\$76,933</b>			<b>\$26.419299</b>
Fire Engineer Medic - Upon Promotion (56 hr/wk)	<b>\$83,186</b>	10.00%	more than Fire Engineer	<b>\$84,626</b>	10.00%	more than Fire Engineer	<b>\$29.061126</b>
Fire Captain (56 Hour Assignment)	<b>\$89,091</b>			<b>\$90,208</b>			<b>\$30.978022</b>
Fire Captain Medic (56 Hour Assignment)	<b>\$98,000</b>	10.00%	more than Fire Captain	<b>\$99,229</b>	10.00%	more than Fire Captain	<b>\$34.075893</b>
Fire Captain (40 Hour Assignment)	<b>\$97,109</b>	9.00%	more than Fire Captain	<b>\$98,327</b>	9.00%	more than Fire Captain	<b>\$47.272596</b>
Fire Captain Medic (40 Hour Assignment)	<b>\$106,820</b>	10.00%	more than Fire Captain (40 Hr Assignment)	<b>\$108,160</b>	10.00%	more than Fire Captain (40 Hr Assignment)	<b>\$52.000000</b>

<b>EMERGENCY MEDICAL TECHNICIAN STEP PLAN</b>				
	<b>FISCAL YEAR 2018 / 19</b>		<b>FISCAL YEAR 2019 / 20</b>	
	<b>EMT Annual Salary</b>	<b>EMT NAHRLY</b>	<b>EMT Annual Salary</b>	<b>EMT NAHRLY</b>
Hire Date	<b>\$25,125</b>	<b>\$12.079327</b>	<b>\$25,687</b>	<b>\$12.349519</b>
1 Year after Hire Date	<b>\$26,382</b>	<b>\$12.683654</b>	<b>\$26,971</b>	<b>\$12.966827</b>
2 Years after Hire Date	<b>\$27,701</b>	<b>\$13.317788</b>	<b>\$28,320</b>	<b>\$13.615385</b>
3 Years after Hire Date	<b>\$29,086</b>	<b>\$13.983654</b>	<b>\$29,736</b>	<b>\$14.296154</b>
4 Years after Hire Date	<b>\$30,540</b>	<b>\$14.682692</b>	<b>\$31,223</b>	<b>\$15.011058</b>
5 Years after Hire Date	<b>\$32,067</b>	<b>\$15.416827</b>	<b>\$32,784</b>	<b>\$15.761538</b>
6 Years after Hire Date	<b>\$33,670</b>	<b>\$16.187500</b>	<b>\$34,423</b>	<b>\$16.549519</b>

Non-Sworn EMT annual salary will be maintained at fifty (50) percent of Firefighter in each of the relevant corresponding steps.

<b>EMERGENCY PARAMEDIC STEP PLAN</b>				
	<b>FISCAL YEAR 2018 / 19</b>		<b>FISCAL YEAR 2019 / 20</b>	
	<b>EMT Annual Salary</b>	<b>EMT NAHRLY</b>	<b>EMT Annual Salary</b>	<b>EMT NAHRLY</b>
Hire Date	<b>\$33,165</b>	<b>\$15.944712</b>	<b>\$33,907</b>	<b>\$16.301442</b>
1 Year after Hire Date	<b>\$34,823</b>	<b>\$16.741827</b>	<b>\$35,602</b>	<b>\$17.116346</b>
2 Years after Hire Date	<b>\$36,565</b>	<b>\$17.579327</b>	<b>\$37,382</b>	<b>\$17.972115</b>
3 Years after Hire Date	<b>\$38,393</b>	<b>\$18.458173</b>	<b>\$39,251</b>	<b>\$18.870673</b>
4 Years after Hire Date	<b>\$40,312</b>	<b>\$19.380769</b>	<b>\$41,214</b>	<b>\$19.814423</b>
5 Years after Hire Date	<b>\$42,328</b>	<b>\$20.350000</b>	<b>\$43,274</b>	<b>\$20.804808</b>
6 Years after Hire Date	<b>\$44,444</b>	<b>\$21.367308</b>	<b>\$45,438</b>	<b>\$21.845192</b>

Non-sworn Paramedic annual salary will be maintained at sixty (60) percent of Firefighter Paramedic in each of the relevant corresponding steps.